

Shannon Morrison

Relevant Experience	2000-2005	VT Dept. of Environmental Conservation	Waterbury, VT
	District Wetlands Ecologist		
	Protected Vermont's wetlands through regulation, education, and enforcement:		
	<ul style="list-style-type: none">▪ Interpreted and regulated the Vermont Wetlands Rules, Act 250 Land Use Permits, and Section 401 of the Clean Water Act;▪ Investigated violations of the Vermont Wetland Rules, coordinated wetland restorations, and compiled expert testimony for investigators and attorneys;▪ Assisted in creating and implementing an education and outreach program for promoting the importance of wetlands in Vermont, including a website, multimedia presentations, posters, and field days;▪ Coordinated with land owners, businesses, environmental consultants, loggers, municipalities, state agencies, and federal agencies on diverse projects, ranging from boardwalks to shopping centers. Negotiated with these clientele to successfully avoid and minimize environmental impacts;▪ Developed and clarified policies on enforcement procedure, Conditional Use Determination (CUD) fees and procedures, and CUD amendment procedures; and,▪ Analyzed data, and authored reports for the wetlands section of the 305b report and for the Annual Reports for the Vermont Wetlands Section 2000 – 2003.		
	1999	VT Dept. of Environmental Conservation	Waterbury, VT
	Purple Loosestrife Coordinator		
	Planned, organized and expanded the Purple Loosestrife Bio-Control Program for Vermont:		
	<ul style="list-style-type: none">▪ Coordinated public outreach, education, scientific research, and mapping aspects of the program;▪ Developed an Access data-base and corresponding GIS maps for populations of purple loosestrife and biological control releases; and,▪ Analyzed three years of data, and compiled a comprehensive report for the program.		
	1998	University of Vermont	Burlington, VT
	Research Technician		
	Assisted in developing experimental designs and strategies for NSF funded ecological research:		
	<ul style="list-style-type: none">▪ Collected, measured and harvested test materials;▪ Assisted in tending experimental plants in greenhouse experiments; and,▪ Provided on-site problem solving for field experiments.		
Other Experience	Teaching Assistant	1995 – 1998	Bartender 1999 – 2000
	University of Vermont		Chez Henry
	Snowboard Instructor	1996 – 1999	Payroll Accountant 1999 – 2000
	Sugarbush Resort		Sugarbush Resort
Education	1989-1995	Old Dominion University	Norfolk, VA
	<ul style="list-style-type: none">▪ B.S in Biology, Minor in Oceanography		
	1995-1998	University of Vermont	Burlington, VT
	<ul style="list-style-type: none">▪ M.S. in Botany		

Awards and Achievements	<ul style="list-style-type: none"> ▪ Accepted into the Agency of Natural Resources Leadership and Management Training Program (2004). ▪ Appointed to the Vermont State Employee Association's Legislative Committee for the 2004-2005 legislative seasons. Vice-President of the Waterbury Chapter. ▪ Received the 2001 Achievement Award from the Vermont Department of Environmental Conservation for developing an education and outreach plan, developing a training plan for the Vermont Wetlands Program, for helping to develop a website for the Vermont Water Quality Division, and for excellent performance ratings. ▪ Increased the quality and quantity of research and analysis for the Purple Loosestrife Biological Control Program in 1999. Worked on the community rearing program of biological control agents. ▪ Awarded grants for Masters Thesis Research from the Conservation and Research Foundation (1996) and from Sigma Xi (1997). ▪ Awarded grant for Undergraduate Research from Old Dominion University Honors Research Program. 		
Publications	<p>Morrison, Shannon L., and Molofsky, Jane. Canadian. 1999. Environmental and genetic effects on the early survival and growth of the invasive grass <i>Phalaris arundinacea</i> Journal of Botany, 77: 1447 – 1453.</p> <p>Morrison, Shannon L., and Molofsky, Jane. 1998. Effects of genotypes, soil moisture, and competition on the growth of the invasive grass <i>Phalaris arundinacea</i> (reed canary grass). Canadian Journal of Botany, 76: 1939 – 1946.</p>		
Skills	<table> <tr> <td data-bbox="391 890 813 1129"> Wetland delineation Plant identification Wetland soil identification Wetland functional analyses Amphibian and reptile identification Statistical analyses Experimental design for plant ecology Technical writing </td> <td data-bbox="922 890 1318 1129"> Access database management Arcview GIS mapping Powerpoint presentations Word processing Spreadsheet creation/management Poster presentations Web authoring Negotiation </td> </tr> </table>	Wetland delineation Plant identification Wetland soil identification Wetland functional analyses Amphibian and reptile identification Statistical analyses Experimental design for plant ecology Technical writing	Access database management Arcview GIS mapping Powerpoint presentations Word processing Spreadsheet creation/management Poster presentations Web authoring Negotiation
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Relevant Coursework and Training	<p>Vermont Public Manager Program (2004):</p> <ul style="list-style-type: none"> ▪ Emotional Intelligence and Assessment Center ▪ Forging Breakthroughs ▪ Working Effectively in Groups ▪ Making Sense of Organizations <p>Rulemaking (Cyprian Learning Center 2004) Legislative Process (Cyprian Learning Center 2003) Army Corps of Engineers Wetland Identification and Delineation (2003) NRCS Hydric Soil Training (2003) Communication Techniques (In House – 2001) Basic Environmental Crimes Investigations Training (NEEP 2001) Vermont Field Herpetology (UVM 2001) Wetland Delineation Training (IWEER 2000) Community Ecology (UVM) Statistics and Biometry (UVM) Plant Systematics (UVM) Fundamentals of Field Science (UVM) Aquatic Pollution (ODU) Environmental Impact Assessment (ODU)</p>		
References	<ul style="list-style-type: none"> ▪ Christina Bielenberg, Esq., Associate General Council, Vermont Water Resources Board National Life Records Center Building, Drawer 20, Montpelier, VT 05620 Ph. 828-5443 ▪ Thomas Willard, Deputy Director, Vermont Water Quality Division, 103 South Main St., Building 10 N., Waterbury, VT 05671, Ph. 241-3772 ▪ Dr. Carl Pagel, State Wetlands Coordinator, Vermont Water Quality Division, 103 South Main St., Building 10 N., Waterbury, VT 05671, Ph. 241-3760 		

